



From: Commanding Officer, Mobile Mine Assembly Group

To: All Hands

Subj: COMMAND PHILOSOPHY, GOALS, AND PRIORITIES

1. This letter contains my philosophy, goals and priorities for the command. It is important that you understand where I'm coming from as your Commanding Officer and what is expected from you. To ensure that we are all oriented in the same direction, I encourage every Officer and Sailor in MOMAG to read this.

Our Mission: The Mobile Mine Assembly Group (MOMAG) serves as the U.S. Navy's primary subject matter expert on sea mines and maritime minefield planning. The Group staff exists to serve, advise and assist the subordinate Units, who are the primary reason for our command's existence. Our primary missions are:

- Maintain the Navy stockpile of underwater mines and, when directed by higher authority, make them ready for war.
- Provide exercise and training mines in support of mine delivery and mine countermeasure forces.
- Provide operational plans in support of Fleet mining contingencies.
- Advise COMINELWARCOM and Fleet Commanders regarding sea mine requirements.

Where we come from: The Mobile Mine Assembly Group (MOMAG) was formed on 1 July 1975 in order to bring consistent quality to the business of underwater mine maintenance and assembly. Our Sailors are the Navy's *Minemen*... both as a rating and as an organization, we've been historically considered the Navy's "Jacks of all Trade". Our motto is "Anytime - Anywhere" reflecting the *Mobile* part of our title. Our heritage is one of mission accomplishment, innovation and quality.

Where we are going: Our mission at MOMAG has been stable since 1975, but today, the requirement for sea mines has been fundamentally reduced. In the future, we must perform an operational mission that the Navy recognizes and requires. Therefore, we must make the necessary changes to our mission and function in order to meet future tasking. To do this, we must be a dynamic organization that is forward leaning and innovative in our approach to sea mining, while continually adjusting to meet the changing needs of our Navy and our Nation.

Our Goal: Provide a superior product with excellent service to the Fleet, everyday.

Guiding Principles: The Navy's core values of Honor, Courage and Commitment sum up how we shall conduct ourselves, both on the job and off duty. Integrity is something that everyone should have at the core of his or her being. You need to live it everyday... it can be lost too easily.

Operate Safely: The handling of high explosives with heavy, industrial equipment is an inherently dangerous function that requires the utmost adherence to ordnance safety regulations and procedures. The use of Operational Risk Management before all ordnance related operations, is required. Safety is integral to Mission Readiness.

A Quality Product: We often talk about quality but sometimes we don't understand what it means. Simply put: We have to care about what we're doing and should look for ways to improve the way it is done. Again, integrity is key here. I expect your best quality work, but accept the fact that not everything we do will be perfect. Process improvement is a proud MOMAG tradition. I encourage your suggestions and recommendations.

Communicate: As a Group, we are spread out over many time zones and it takes hard work and commitment to keep in touch. Even at the Unit level, it requires daily effort to do it right. Communication is the glue that keeps us together and is the key to command unity and mission accomplishment. I pledge to keep you well informed down the chain. Please do the same up the chain. I always love good news, but please remember that bad news doesn't improve with age. I cannot help or serve you if you don't tell me what is going on.

Train like we fight: What have we trained our Sailors to do? It is easy to get lost in a dull routine and lose sight of the importance of maintaining our combat readiness. Get to know our mission, inside and out. I encourage a strong training program with a focus on step-by-step professional development. Integrate with our Fleet MCM and mine delivery operating forces whenever possible. Don't miss an opportunity to contribute to their mission readiness and to cross train our Sailors.

Remember this: Inspections are not the goal, it's mission readiness. First impressions are lasting. Look sharp and be knowledgeable about our mission. Treat your visitors like VIPs. People are our most important product, so train your relief. Take advantage of educational opportunities. Be good Ambassadors of our Navy and the United States of America. Make a difference, contribute and serve with pride.

Ronald E. Swart
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